

# Economic Summary

## Excess Indirect Health Care Costs

Employers experience a number of indirect costs that are directly related to an employee's health risks. Examples of these indirect costs include presenteeism (low productivity), absenteeism, worker's compensation, short and long term disability, and employee turnover. A number of studies have examined these relationships and have been able to quantify the indirect costs associated with these risks. Fields that are blank in the table below have not yet been adequately quantified.

### Indirect Health Care Costs by Risk Factor

Health Risk	Number with Risk	Presenteeism Cost 2006	Absenteeism and Disability Cost 2006	Total Indirect Cost 2006	Total Indirect Cost 2005	Total Indirect Health Care Spending Change*
Allergies	247	\$1,333,553	\$422,617	\$1,756,170	N/A	N/A
Arthritis	98	\$555,562	\$120,050	\$675,612	N/A	N/A
Asthma	69	\$372,531	\$172,362	\$544,893	N/A	N/A
Back Pain	279		\$237,150	\$237,150	N/A	N/A
Cholesterol	197					
Depression	59	\$445,981	\$314,647	\$760,628	\$296,516	N/A
Diabetes	19	\$107,711	\$7,809	\$115,520	\$224,960	(\$66,880)
Exercise	246	\$233,700		\$233,700	\$431,300	(\$106,400)
High Blood Pressure	206	\$722,854	\$39,346	\$762,200	\$1,698,300	(\$640,100)
Migraines	84	\$861,672	\$187,824	\$1,049,496	N/A	N/A
Multiple CVDz Risk	70	\$245,630	\$98,980	\$344,610	\$649,836	(\$172,305)
Obesity & Overweight	605	\$453,145	\$78,288	\$531,433	\$757,005	(\$49,557)
Stress	114	\$233,700		\$233,700	\$383,350	(\$59,450)
Tobacco	197	\$275,603		\$275,603	\$432,291	(\$48,965)
<b>Total Excess Costs</b>		<b>\$5,489,066</b>	<b>\$1,652,554</b>	<b>\$7,141,620</b>	<b>\$4,034,675</b>	<b>(\$1,143,657)</b>

Multiple CVDz Risk includes those with at least three of the following risks: tobacco, blood pressure, cholesterol, exercise, blood sugar, body weight, and stress. To avoid counting individuals twice, excess health care costs for an individual risk (i.e., blood pressure) in those with multiple CVDz risks are not included in the total excess costs. The sum of the individual risk line items is therefore not equal to the total excess cost line.

\*Adjusted to account for the difference in number of screenings between 2005 and 2006

